

News Bulletin



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Issue 25: 27 March 2024



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LIGHTHOUSE
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Introduction

Dear all,

I had a laugh-out-load moment this week when, because of my terrible typing, the autocorrect function in Microsoft Word offered me some alternatives for a typo that I had meant to read 'headteacher'. Its first suggestion was 'headscratcher' and the second was 'heartaches'. I hope that this is not a description of the whole of the job!

Duncan Cook's leaving do last Friday gave me a moment to reflect on the much more creative and positive dimension of Headship. In just four years at Whiteoak Academies Duncan has changed everything from the taught curriculum to the external appearance of the buildings. It has been a real tour de force. What impressed me most was the huge affection and loyalty that Duncan commands from his staff. That is some going. I am delighted that we have been able to recruit a worthy successor in Victoria (Reyes who you will know as the current Head at Northleaze) and I also wish Duncan the very best in his new role at Cotswold Beacon Trust. Much headscratching but few heartaches, I hope.

Gary Lewis

Chief Executive



Parent, Pupil and Staff Surveys

As outlined at the School Leaders' Meeting on Wednesday 6 March, the window for Parent, Pupil and Staff Surveys this year is **Monday 22 April - Friday 10 May 2024**.

Headteachers will be sent one email, which will contain the full set of instructions and the links to all three surveys in the first week of Term 5 so you have everything you need to facilitate the surveys within the timeframe above.

Please keep an eye out for this email - if you have any questions please get in touch.

Eleanor Capel-Davies, Head of Administration

Staff Absence Insurance Renewals

The staff absence insurance information that schools have recently returned has been collated and shared with three insurers so that they can provide quotes and options for our staff absence cover.

We hope to be ready to implement one of these options in September 2024 and therefore would ask any school with renewals before this date to get in touch so that we can discuss the best way forward.

Water Supply and Sewage Services

Quotes have been obtained for our trust-wide water supply and sewage services and we are pleased to inform you that a two year contract has been awarded to Water2Business.

Increases to wholesale water prices are due to be announced on Monday 1 April 2024 and so we will be able to share budget costs per site shortly after that. Our contract includes the addition of a retail charge of +2% to the wholesale price and the +2% is fixed for the two years (for the other retailers this cost was in excess of 6%). There will be a second review of wholesale prices in April 2025 which will most likely result in another increase. Fixing the retail charge for the term of the contract will limit the impact of any future wholesale increases.



Copyright for images used on schools websites/social media

Please be aware that if you use/publish images online, either on your website, social media, or on brochures/posters on your website, you must have the correct copyright permissions to do so. If you do not you will be liable to fines from copyright agencies.

Images from image searches (google for example) will often be copyright protected and schools will be liable to be fined by copyright companies if they republish images online without permission and permits to use the photos.

Canva, Vecteezy and Pixabay offer free images that can be used on websites and social media posts (some will still require a discrete citation of where the image is from).

A reminder that if you are using any images that contain pupils at your school you need to have permission from their parent/carer to post this online.

LSP Welcome for 2024 Reception Cohort

We know you will be looking forward to Reception place allocations being released during the holidays and that families will be keen to engage with their child's new school. Early Years Leaders from across the Trust have worked together to develop [this information booklet](#) (please also see booklet attached to this email) to share with parents to support them to get their children 'school 'ready'. You can see it combines many years of experience about what the most important areas of support and development are.

Please can **all infant/primary schools** include this with their initial welcome information that is sent to families in order for them to have time to read and act on any areas needed. You may also want to add this to your school website for parents to access.

Thank you to our Early Years Leaders for creating this very useful document.

Headteacher and Governor consultation on rewrite of Trust Appraisal Policy

As you are aware we have been reviewing the Trust Appraisal Policy this year. This has involved exploration of different approaches, surveying our staff and discussions in the working party which was set up. The draft policy is now ready for consultation with Headteachers and Governors as there has been quite a few significant changes to the policy. The consultation is open now and will close on Tuesday 30 April at 9.00am. There will also be a consultation with unions which will be undertaken by HR. Please submit your [consultation responses here](#).

Please take time to review the [overview of key changes](#) to the policy as well as [the policy itself](#). Once the consultation has ended, views will be taken into consideration before publication of the new policy, alongside training which will begin in Term 6.

Somerset Anne Frank Youth Awards - Open for Entries

Please feel free to [download the poster here](#) to display in staff rooms.



Somerset Anne Frank Youth Awards

Nominations Open March 21st 2024

Nominations Close May 26th 2024

Award Ceremony June 26th 2024

6 awards
3 for groups
3 for individuals

Nominate an individual or group who demonstrate any of our three core values:

Actively opposing discrimination, bullying and prejudice.

Supporting and caring for others in need.

Working within conflict resolution and social inclusion.

Paul Heim Award - A 7th award for the nominee who best fits all three core values.

Prizes are £100 per award.

Winners and nominees will receive a copy of Anne Frank's diary and a certificate of recognition.

We welcome all youths, you need to be in School years years 5-13 to enter (KS2 - KS5, 9-18 years old)

The award ceremony will take place at Kingsmead School, Wiveliscombe.

All nominations for the awards will take place on our website.

To check out our website for more information, just scan the QR code! Or visit us at safya.org.uk



Somerset
Anne Frank
Youth Awards



Devolved Formula Capital (DFC) Funding

The Central Finance Team have developed a tool to help schools track their expenditure against DFC, including the additional school capital funding allocated to schools in 2022-23 to improve energy efficiency.

The DfE terms for Devolved Formula Capital state that schools have the year in which funding is allocated plus two further financial years to spend the funding. Please note that this is based on an April to March fiscal year (although the tool includes DFC expenditure based on financial year for ease of tracking). Although no school in the Trust has had DFC clawed back, there are a number of schools which have DFC that is at risk of claw back. We would therefore encourage schools to use this tool and work with their Hub Estates Lead to ensure that your DFC is effectively budgeted. Schools can locate and download the tool from [Foldr: School Business Managers/Trust Wide/ Information for 2023-24 Budgets/Devolved Capital Funding Tracker 2023-24](#)

We will update this tool as part of our year end processes to allow schools to continue to track expenditure against DFC income in future years.



Employee Self Service (ESS) on iTrent

Please feel free to [download this poster](#) to display in your staff rooms, detailing the information available on staff ESS accounts on iTrent.



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EMPLOYEE SELF SERVICE (ESS)

Did you know you can access the following on your ESS account on iTrent?

- ▶▶ Internal Job Vacancies
- ▶▶ Staff Policies
- ▶▶ Payslips
- ▶▶ Pension Scheme

You can also use your ESS account to:

- ▶▶ Set up Job Alerts
- ▶▶ Update personal details
- ▶▶ View absence/sickness

Please contact your School Business Manager if you need any help in accessing your Employee Self Service (ESS) account



Clerk Networks for Term 5 and 6

Dates for the Clerks' Network Sessions for Term 5 and Term 6 are as follows :

- Wednesday 24 April
- Wednesday 8 May
- Wednesday 22 May
- Wednesday 5 June
- Wednesday 19 June
- Wednesday 3 July

Teams invitations have gone out for a 1.00pm start but this may be pushed back to later in the afternoon for the May meetings to increase attendance, depending on clerk availability.

We will also try and hold at least one of the June meetings in person.

Chris Hills

Governance Professional





Upcoming Lighthouse Learning Sessions and CPD Networks

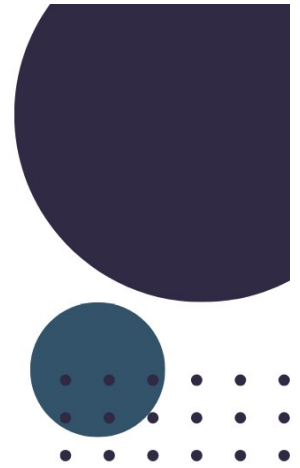
Please email [Lighthouse Learning](mailto:hr@lsp.org.uk) if you have any questions about the below events.

Date	Event	Audience
Term 4		
Tuesday 16 April 6.30-8.00pm	New Chairs Training @ Backwell School Following on from the session in October Formal invitations to be circulated shortly.	Chairs and Clerks
Tuesday 30 April 9.15am–3.15pm	Child Bereavement Support Training. Stanton Drew Village Hall Click here to register Sign up Deadline Thursday 28 March	Pastoral Leaders, Support Assistants etc
Thursdays 9, 16 and 23 May	Job Evaluation Training Email hr@lsp.org.uk to sign up	All





LIGHTHOUSE
LEARNING



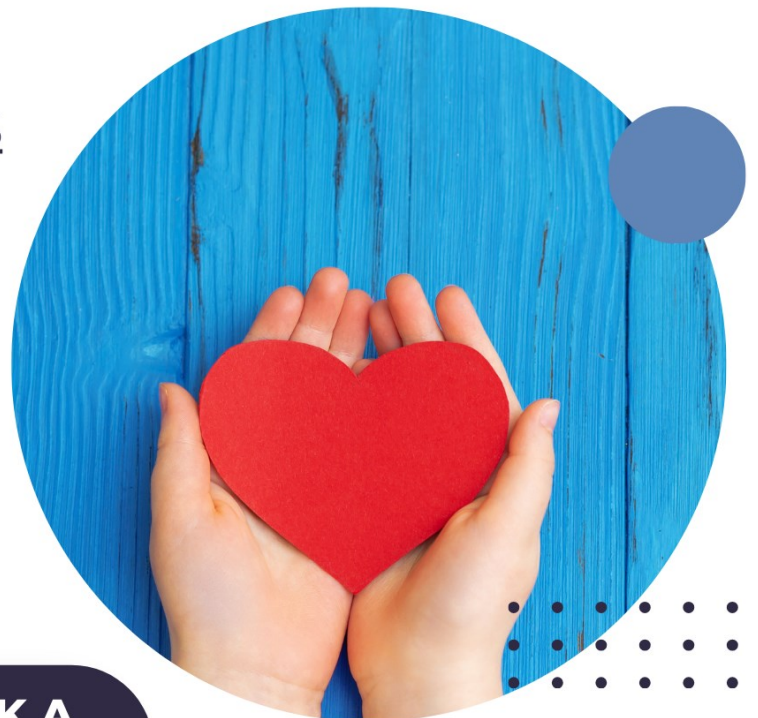
CHILD BEREAVEMENT SUPPORT TRAINING

TUESDAY 30 APRIL

9.15AM-3.15PM

STANTON DREW VILLAGE HALL (BS39 4EJ)

- FREE TRAINING FOR LSP STAFF
- DELIVERED BY WINSTON'S WISH AND SPONSORED BY THE 'TRACTOR EXPRESS' CHARITY
- SUITABLE FOR: PASTORAL STAFF, LEARNING SUPPORT ASSISTANTS, HEADS OF HOUSE ETC



**CLICK HERE TO BOOK A
PLACE**

Sign Up Deadline: 9.00am on Thursday 28 March

Any questions email
lighthouselearning@lsp.org.uk

Team Teach Level 2 - New Course

Team Teach have released dates for their Level 2 course, which will take place in Weston-super-Mare on Thursday 25 April and Thursday 9 May, from 9.15am - 3.30pm.

The cost of the course is £185pp +VAT.

Places are limited, so if you would like to book a place, please [contact Team Teach](#) as soon as possible to avoid disappointment.

Governor Training Opportunity - Thursday 18 April

Neil Lankester, Director of Improvement will be leading an online session for governors on Thursday 18 April from 6.00pm-7.00pm. In this session Neil will talk governors through:

1. Why we have introduced a categorisation process for schools and how this fits into the overall school improvement strategy for the Trust.
2. The criteria within each of the categories - how these have been written, and some of the content.
3. How this process is being introduced into schools, including how governors may wish to involve themselves.

Please [click here to register your place](#).

Boolean Maths Hub Bulletin

The latest edition of the Boolean Maths Hub Primary and Early Years Bulletin [can be accessed here](#). The Bulletin includes details of the latest DfE funded CPD courses and opportunities in the South West.



NPQ Cohort 7 Update

(Important: Please note this does not affect Cohort 6 participants who have just started their NPQs)

This week the DfE have released funding details for the next round of NPQs (starting early 2025). This will be Cohort 7. No funding for further cohorts will be released until after the general election. There are significant changes to the current funding arrangements which, for the past few years, have been fully covered by the DfE.

The new arrangements mean that:

- There will be 10,800 funded places nationally (this academic year 40,000 people started NPQs)
- Any school can access fully funded places for NPQs in Headship, Leading Primary Maths and SEND
- The new NPQSEND course is a statutory course for current or aspiring SENDCOs who do not have the current national SENDCo qualification
- Schools in PP50 group can access fully funded places for all other NPQs (but no LSP schools are in this group)
- The nine national NPQ providers are currently putting together bids for their access to the free places

As a delivery partner of NPQs for the Church of England Office of Education Leadership we are being offered the opportunity to contribute to their bid with the anticipation that, if successful, we will have first option for the NPQ places. There is a very tight turn around for this work and we therefore need to know from each of our schools:

- Which NPQs they would like to access next year
- How many places they would like
- If possible, names of people for each course (if they are currently in post)

We are therefore asking that you:

- Review your development needs as an SLT to identify NPQs to support school improvement and staff development
- Share the range of NPQs available with your staff to see who/which programmes they may like to complete
- We are particularly keen to increase and develop our SENDCO capacity across the Trust so urge any current SENDCO without their national qualification to complete the new NPQ. We would also strongly encourage aspiring SENDCOs to complete the programme - particularly to support succession planning where there may be changes in staff/SENDCos.

Please complete [this form](#) as soon as possible- we will also follow this up at Headteacher Line Management meetings in Term 5. If you have any questions or queries, please [contact me](#).

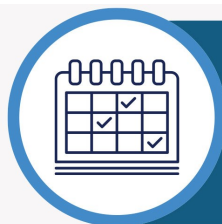
Janine Ashman

Director of Learning and Unlocking Excellence English Hub Lead

KEY LINKS, DATES AND DEADLINES

These reminders do not replace the Annual Planner so please ensure you are checking this regularly.

Please note the following links will only work for those who already have access to the relevant site or folder. If you feel you need to be given permission to access something please [let us know](#).

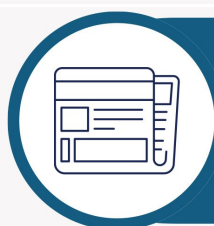


Annual Planner

Click to view the Annual Planner
(Via Sharepoint)

Bulletin Index

Click to access an index of
previous bulletin articles



Previous Bulletins

Click to access previous editions of the
LSP Weekly News Bulletin

The Beacon

Click to read the latest edition of the
LSP Newsletter: The Beacon



Key Dates and Deadlines

DATE	KEY DATE OR DEADLINE	FAO
Friday 26 April	Deadline to sign up to join the Job Evaluation Panel. Email the Central HR team on HR@lsp.org.uk	All
Tuesday 30 April at 9.00am	Deadline for consultation on Teacher Appraisal/Policy Submit feedback and comments here.	Heads and Governors
Friday 3 May	Deadline for applications for additional SCA funding	Heads & SBMs

Happy Easter



Happy Easter

Wishing you all a relaxing and enjoyable
break over the Easter holidays



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